



Fall, 2003



"New Prison Slated for Morgan County"



Over the years, Brushy Mountain Correctional Complex has housed some of Tennessee's most notorious criminals. Even Hollywood bad boy Hannibal Lector asked for a transfer there in the movie "Silence of the Lambs." After more than a hundred and ten years of hard time, the historic prison will close its doors to make room for a newer and more economically efficient facility just down the road.

Governor Bredesen made the decision in late September, based on the recommendation of Correction Commissioner Quenton White and a feasibility study that illustrated some of the cost saving benefits to the state.

By closing the aging facility as a prison, the Department will avoid spending up to 20 million dollars in repairs needed to continue operating. The feasibility study conducted by the engineering firm Barge, Waggoner,

Sumner and Cannon shows substantial savings in the daily operating costs of a newer facility.

Commissioner White says, "We, at Central Office, have worked feverishly over the past six months to determine the most responsible way to make room for more inmates in this system. We're thrilled with the Governor's decision, and feel that it's in the best interest of Tennessee taxpayers."

The new addition will house a total of 1,428 inmates. All 590 inmates at Brushy will be moved to the new facility, and space will be created for 838 additional prisoners. The Department of Personnel will have their hands full processing applications. Approximately 138 new jobs will be created once the prison is built. No word yet on what will become of the current facility.



Duty Calls

Since the war in Iraq began last winter, more than 60 TDOC employees have been called to active duty in and around the region. Their efforts are to be commended! Staff members at Northeast Correctional Complex raised money to honor three of their fellow employees with a special plaque and recognition ceremony. Jason Rose, Rusty Russell and Allen Wilson were presented with the plaque on October 11th by Commissioner Quenton White.



Commissioner's Corner

As we usher in a New Year, I take this opportunity to thank each of you for the hard work and dedication you give this department each and every day. Having been on the job almost a year, I've spent a great deal of time listening to those of you on the front line to gain a better understanding of the department's inner workings and become the capable leader you deserve. Now more than ever, I am convinced that I have inherited a "good department." I am encouraged by your willingness to be open and by your overwhelming demonstration of acceptance of me as your leader.

As we embark upon the next three years, I'm excited about the opportunities that exist for growth and development of staff. My vision is for a respectful working environment where new ideas are fostered and concerns are always heard. Managers and supervisors should be inclusive and business like in their decision making, while always contemplating the ever changing demands of this profession.

I am extremely grateful to such groups as ASCA and ACA, which have opened my eyes to the intricacies of corrections. Together, these organizations have helped me gain a better appreciation of what we do and identify those areas that need to be focused on.

First and foremost, as we move forward, we must continue to maintain our statewide accreditation. Meeting ACA standards not only ensures the public that we are professionally accountable, but it also demonstrates our personal commitment to running an efficient system we can all be proud of.

Secondly, we must continue to improve our delivery of health services. Inmates have historically come to us in poor health. This we cannot change. What we can do is meet community standards of care once they're incarcerated, implement preventative medicine programs and remain current on new trends and procedures through constant contact with the medical community at large. It is my sincere hope to expand DeBerry Special Needs and to thoroughly investigate our options for addressing long-term healthcare and hospice needs.

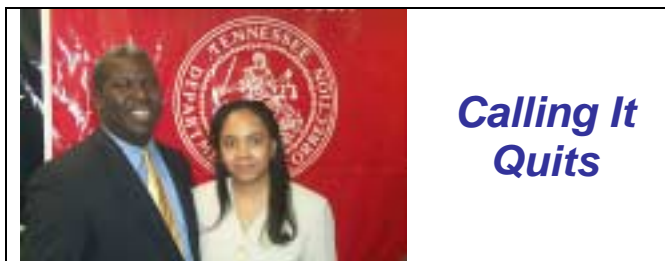
We should also focus a significant amount of attention on the implementation of a management succession program that will ensure this department is equipped with its next generation of capable leaders. A comprehensive program is needed to tap our brightest mid level employees. Once identified, those employees must then be taught to cultivate their abilities to manage, lead, problem-solve and recognize where the department needs to be in the future.

Many of you have heard me speak about my, "Connecting The Dots Theory." In essence, an inmate's rehabilitation must begin day one of the incarceration. In line with that notion, I have challenged our Director of Classification to work closer with our Education Director, Inmate Jobs Coordinator and Pre-Release Coordinator. That team can then ensure that, from entry to exit, we are collaborating on ways to develop inmates who are productive citizens upon their release, thereby lowering the recidivism rate.

Finally, I want to raise our level of reliance on technology and continue to seek innovative ways of using it. Technology is only effective if we generate new and creative ways of putting it to work for us. Let this be a challenge to you to begin thinking about those concepts.

I would be remiss if I didn't mention a word about security. Public safety is the key reason we are in business. We must all do our part to protect the public citizenry, the inmates, our co-workers and ourselves.

In the beginning, I mentioned that this was a good department. I ask you now to join me in raising the bar to take this department from "good to great." Happy Holidays.



Calling It Quits

After serving 30 years and six Commissioners, administrative guru Pat Crockett called it quits.

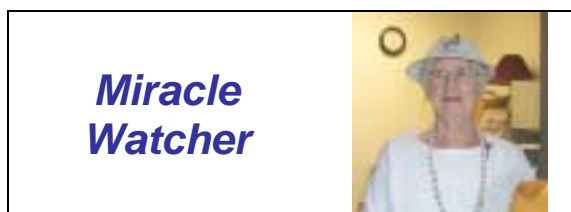
Pat says she intends to spend a lot of time on the road visiting friends and family. She will be missed dearly by

those who had the privilege of working with her. Over the years, Pat had earned a reputation for putting in 12-hour days and doing whatever it took to get the job done.

At her going away reception, she was showered with gifts from every institution and even received special recognition plaques from members of the Tennessee House and Senate.

Rumor has it...Pat is in the process of writing a tell-all book about the Department. We look forward to its release and hope that she withholds names to protect the innocent.

Congratulations to Heather Hood on her seamless transition into Pat's old job.



Miracle Watcher

Linda Knott has been a volunteer chaplain at TPW for more than a decade. During her time spent behind the razor wire, Linda says she's the one who's been blessed, "If you really want to see God at work in your world, go into the prisons, because the things he does there are nothing short of miracles every day."

The Christian magazine "Missions Mosaic" shared Linda's story with the masses this summer by putting her on the front cover of their August edition. Her experiences from TPW were distributed at churches across the country.



The article will focus primarily on a mentoring program Knott developed in which members of the community come and meet with inmates who've never had a visitor. The magazine also featured her crochet class where inmates learn to make blankets and other handmade items for local nursing homes and hospitals. Knott says, "Many of these women are starving for interaction with someone who cares."

The ABC news affiliate in Nashville picked up on Linda's story as well, and featured her in a segment that aired during the ten o'clock news.

Linda's crochet class recently donated more than 200 hats and scarves that were distributed to Nashville's homeless community through the local Room in the Inn program.

Interesting Facts

Inmate GED's

FY 03' - 467

Vocational Enrollment

FY 03' - 1,205

Computer Repair
25%

Inmate Work Crews

Jan.-Sept. 03'
989,187 hrs.

Jan.96-Sept. 03'
10,527,319 hrs.



Training Academy Graduates

870 correctional staff

Continuing Education
3,678 (on-site)
1,136 (off-site)



Service Anniversaries 30 Years

Bobby Ammons	Benny Moore
David Atkins	Jimmy Moore
Charles Chan	Ben Nail
Steven Cude	Jerry Patrick
Mike Dutton	David Pryor
Craig Eldridge	James Qualls
Kenneth Ewing	Norman Riley
Dennis Hanks	Bruce Roberts
James Hesson	Perry Sanders
Ernestine Hicks	Connie Seabrooks
Fred Hix	James Slaughter
Janice Hoff	Jackie Smith
Larry Howell	Teresa Smith
Arlene Hunter-Griffin	David Stewart
Judy Lambert	Bobby Tillman
Donald Leatherwood	Richard Troutman
Aaron Malone	Robert Waller
Zoila Marciniak	Ivan Weinstein
David McCann	Condon White
James Miller	

35 Years

Irene Brown Elmer Hamby

40 Years

Janice Hoke

Retirements (20+ Years)

2003	Years of Service
Jim Rose	40
Roger Daugherty	35
Nancy Pitt	33
James Bowlen	31
Pat Crockett	30
Jimmie Gregory	30
Alton Hesson	29
Margaretta Smith	27
Sharon Graves	26
James Wilkerson	26
Joyce Ladd	25
Shirley Moore	24
Johnny Banks	23
Donald Stinnett	22
Kenneth Foster	21
Gearl Campbell	21
Joyce Peach	20

Work Crew Milestone



TDOC work crews recently passed a huge milestone! In July, the crews had logged in more than 10 million hours of community service since the program was re-organized in 1996. Special Projects Director Jim Dickman estimates that the state has saved taxpayers more than \$53 million dollars over the past eight years. Work crew supervisors, inmates, and wardens... keep up the good work!

Best in the Business

At Central Office, we always knew Tennessee had some of the best correctional staff in the business. Now, "Corrections Today" magazine has confirmed it.

David Barnes (CO), Walter Vines (CO), Ed Walker (Corp.) and Shannon Clark (Sgt.) from **NECX**, James Fortner (Prog. Specialist) from **DSNF**, and Virginia Kay Butler (Counselor II) from **MTCX** were all selected by the American Correctional Association to receive the "Best in the Business" award. Congratulations and thank you for your hard work and dedication.

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By Vanessa St. Gerard

Correctional Officers Save Woman From Freezing Water

Leaving work on a cold day in the middle of January, Cpl. Ed Walker and correctional officers David Barnes and Walter Vines of the Northeast Correctional Complex in Mountain City, Tenn., could have never imagined what their afternoon would turn into when they came to the rescue of a visitor trapped in her car after it veered off the road and started sinking in a pond located on institution grounds.

It was following a shift change at around 2 p.m. when Walker entered his car and

began heading out of the parking lot. Before he knew it, a car pulled out in front of him and then started veering off the road. "I was walking out the door and saw a car come around the curve," Vines said. "It then went through the poles and chains into the pond."

"I didn't know what to think," said Walker, who was the first to enter the water. "I just jumped out the car and took off after her." Concerned about the car completely submerging into the pond, Walker jumped in the water to try to get the driver out. Walker estimates that the air temperature that day was about 35 degrees so the water temperature easily would have registered below freezing. "I swam out there and made my way to the back of the car," he said. "As soon as I hit the water ... I thought I made a mistake. I reacted so fast. ... By the time I got to the back of the car, I was praying I would make it out myself."

Barnes and Vines both saw the car begin to sink into the pond and joined Walker shortly afterward. "None of us really hesitated. We knew what we had to do," Barnes said. "The adrenaline kept me warm." As the three approached the car, they noticed the driver try-

ing anything to get out of the car. "When I first got to her, she couldn't get the windows down because they were automatic," Walker said. The driver's next move was to try to open the door so she could escape but Barnes and Walker prevented her from doing so, fearing that the car would completely sink once the door was opened and water rushed in.

Since the car had not completely submerged into the pond, the men were able to drag the car to the bank, bringing the driver to safety. "It floated right across," Vines said. They unbuckled her seatbelt and carried her out of her seat and onto the bank. Barnes estimates that it took five to 10 minutes to get the driver safely to the bank but "everything was in slow motion." Nursing staff from the facility arrived three to five minutes after the driver was pulled out to assess her until emergency responders arrived and took her to the hospital.

The officers later learned that the driver had been visiting her husband, who is an inmate at the complex, and as she was leaving, she passed out due to a heart condition. "She blacked out and woke up soon after she hit the water," Barnes said. Walker remembers that when he first swam out to her car, "she was in a daze."

Barnes, who is 5'10", said that at one point, the water came up to right below his chin. Had the officers not seen the car enter the pond and begin sinking, because of the location and depth of the pond, the car could have possibly completely sunk and no one would have known. After her release from the hospital, the officers received a letter of appreciation from the driver. But since then, they say they have not had any other contact with her, however, they have heard that she continues to come to the facility to visit her husband.

"It blows your mind because you don't think anything like that would happen," Vines said, but "we all did what we needed to do and it worked out," Barnes added.

Vanessa St. Gerard is assistant editor of Corrections Today.



David Barnes, Ed Walker and Walter Vines

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Statewide Round Up



West Tennessee

Memphis – Hurricane force winds ripped through Memphis in late July, leaving quite a mess at Mark Luttrell. The gym and two housing units at the annex were damaged, and the power was out for two days. Thanks to staff members, the prison operated on generator power, and there were no major disruptions.



Tiptonville – Work crews in Lake County have spent months helping area schools and churches pick up after a round of tornadoes last spring. Officer Claude Salmon and his community service work crew were involved with the clean-up efforts at Dyersburg State Community College where approximately 10 trees were uprooted.



Vocational instructor, Steve Jones led the charge in

constructing a new church in Ridgely, Tennessee. Willingham Baptist Church was completely destroyed during the May tornado.

Middle Tennessee

Only – Hats off to the staff at Turney Center Industrial Prison for spotting a suspicious package in the mailroom this summer and calling in the THP bomb squad to investigate. During a routine x-ray search, an employee noticed what appeared to be an explosive device inside a small package addressed to an inmate.

As it turns out, the contents weren't a threat, however, the Tennessee Emergency Management Agency commended Warden Brandon and his staff for their keen eye and professional response in this potential crisis. Assistant Commissioner of Operations Howard Cook says, "These are the kind of detailed searches we expect from our staff. You can never be too careful in a situation like this."

Nashville – Riverbend Maximum Security Institution and the Tennessee Correction Academy have teamed up to offer the public a unique look at life behind bars. By logging onto the TDOC website, the public can now access a virtual tour of the prison's most highly secured areas, including death row. The tour is designed to educate citizens about how inmates live

and serve as a deterrent for teens who may have a jaded view of prison life.

Commissioner Quenton White says, "I think this serves as a great example to young people who may be on the verge of traveling down the wrong path. Everyone should see the inside of a prison at least once. It's an image you'll never forget."

The virtual tour received more than 800 hits on the Internet its first month on line. By September, the number of hits skyrocketed to 11,800, making it one of the most popular features on our website. Online tours of DeBerry Special Needs and Tennessee Prison for Women are coming soon.



Nashville – Inmates at MTCX made a run for it again this year. The second annual "Jaunt in the Joint" was held on September 17th. It's an annual marathon that is held inside the prison where inmates team up with members of a local running organization called the Nashville Striders.

About 50 men participated in the event, which included a 5k and a full marathon. (That's 76 laps around the ball field for those of you counting!)

MTCX Recreation Specialist, W.L. Binkley organized the event. She calls it a positive step in the right direction, "Most of these guys have been told they can't succeed. They've never had any positive reinforcement. Last year, there were three guys who said it was the first time they had ever started something and finished it."

Warden Flora Holland agreed, adding "It's really rehabilitative. They don't know it, but once they've accomplished one goal, it's much easier to set and accomplish another goal."



Nashville – TPW spent much of the summer in the limelight for housing notorious inmate, Fallen Tallent. In July, Tallent was charged with murder in connection with the deaths of two officers who were run over during a chase. Wilson County Sheriff Terry Ashe asked that Tallent be transferred to TPW as a safekeeper due to the explosive nature of the case. Staffers at the prison are to be commended on their professionalism in this unusual case.



East Tennessee

Tullahoma – The Tennessee Correction Academy is raising the bar to churn out tomorrow's leaders. Superintendent Mike Dutton and his staff have been working on new programming that will help foster leadership skills in long time employees, as well as new recruits.

Dutton says, "Leadership development cannot be an end unto itself, but rather, it must be a continuous journey that is firmly and perpetually ingrained into the fabric of our Department's culture." The New Supervisor's training curriculum reflects a more intensive emphasis towards interpersonal skills deemed essential for good leaders.

For more information on class schedules, feel free to visit the TCA homepage featured on the Department's website.

Mountain City – NECC inmates are using some of their creative skills to help put books on the shelves at local libraries. The program is called "Books for Crafts." Local elementary schools compile a wish list of reading materials they'd like to have, then members of the community agree to purchase the books and donate them back to the school.



Historically, donors have dedicated the book in honor or memory of someone. Now, they

get an added bonus. Each book they donate also comes with a handmade craft item made by a NECX inmate. Warden Howard Carlton says, "The inmates had been asking me to try to find a charity they could donate their crafts to and concentrate on. I immediately thought of the school system."

Employees have become involved in the program as well, donating materials for the inmates to work with. Carlton hopes to see 1,000 books purchased by Christmas to help promote the importance of literacy.



Deborah Phillips and Edna Miller

Pikeville – Videoconferencing at STSRF is playing a vital role in victim's services. Administrators at the prison have worked with the Hamilton County District Attorney to establish a video link between the prison and the D.A.'s office in Chattanooga. The video link allows victims to testify in parole hearings without having to appear in person.

Hamilton County D.A. Bill Cox says, "Often what we were finding is that victims were not attending parole hearings because of time, cost and security issues. This allows them to participate in the process without being burdened." Cox wants to expand the pilot project to include all TDOC prisons statewide.

Introducing

Doris Medlin



For those of you who haven't met her yet, Doris Medlin was named the new Personnel Director last Spring. Doris came to us from the USDA where she was a community development specialist. Prior to that, she spent nineteen years in state government. Four of those years, she served as the Personnel Director for the Department of Labor and Workforce Development.

Over the past six months, Doris has spent much of her time getting reacquainted with state government and familiarizing herself with the needs of TDOC employees. Much of that information has been gathered during her travels across the state with Commissioner White.

Doris was recently selected by the ACA to serve on a Human Resources Committee developing a national strategy for recruiting and retaining correctional employees. Doris says, "Our goal is to not only find good people to join our professional team, but to keep them."



Kym Dukes



Commissioner White has appointed Kym Dukes as the Department's new Director of Education. Dukes brings with her more than twenty years of experience in the field of education.

She has a bachelor's degree in Special Education and Psychology at Austin Peay State University. After ten years of teaching, she was encouraged by her 8th grade students to return to school to pursue a career in counseling. Within a year, she had completed her M.S. degree from Tennessee State University.

During her tenure with the Maury County School System, Ms. Dukes developed the first alternative school program for elementary and middle school students. She also served as the court representative for the Maury County Board of Education.

Kym is the mother of two sons, age 7 and 21.

Congratulations



Karen Haynes was awarded the "Most Outstanding Creativity and Participation" award for her involvement in this year's EAP Awareness Month. Thanks again to Riverbend for helping her bring home the gold!

